

Integrated Education and Training (IET) Comparison Guidance

The following information is intended to assist adult education providers in understanding the differences between Workplace Literacy, IET, and Section 107 Special Programs. It is an overview and not intended to be exhaustive.

	Workplace Literacy	Integrated Education and Training (IET)	Section 107 Special Programs
Legislative Act	Workforce Innovation and Opportunity Act (WIOA), Title II, Adult Education and Family Literacy Act	Workforce Innovation and Opportunity Act (WIOA), Title II, Adult Education and Family Literacy Act	State School Aid Act (Public Act 48 of 2021)
Definition	Adult education and literacy activities are offered by an eligible provider in collaboration with an employer or employee organization that are designed to improve the productivity of the workforce. (Section 203(16))	Adult education and literacy activities provided concurrently and contextually with workplace preparation activities and workforce training for a specific occupation or occupational cluster for the purpose of educational and career advancement. (Section 203(11))	Adult education participants are connected directly with an employer by linking adult education, career and technical skills, and workforce development . (Section 107(15)(a))
Service Delivery	Adult education services are delivered in partnership with the employer on-site at a workplace or at an off-site location.	The three required components must be integrated and occur simultaneously within the overall scope of the program. The content covered in each of the required components must be clearly articulated in a single set of learning objectives for the	Participants must be dually enrolled and actively participating in adult education programming and in at least one state-approved technical course at the area career and technical education (CTE)

		program. Various delivery models are used that employ contextual teaching and learning (CTL) strategies.	center or in a commercial driver license (CDL) course. Programs are required to employ an adult education navigator to serve as a caseworker for each participant.
Participants	Individuals who meet WIOA eligibility guidelines that are employees or members of the employee organization that is collaborating with the adult education provider.	Individuals who meet WIOA eligibility guidelines whose education and career interests and goals align with the IET program's single set of learning objectives.	Individuals who meet Section 107 eligibility guidelines (i.e., are 18 years of age by July 1 and their graduating class has graduated) and are actively working toward earning a high school diploma (HSD) or equivalency (HSE) certificate , and whose career interests and goals align with the career pathway. Up to 15% of adult education participants may already have an HSD or HSE certificate at the time of enrollment in an eligible career and technical skills program and receive remediation services . Adult education staff work with a Michigan Works! Agency (MWA) to identify a cohort of participants most prepared to successfully enter the workforce .
Adult Education Services	Adult education services intended to improve the workplace productivity of the participants are collaboratively identified and provided by an eligible adult education provider.	The adult education and literacy service – English as a second language (ESL), adult basic education (ABE), adult secondary education (ASE), HSE or HSD – is provided concurrently and is	Participants must be concurrently enrolled in and actively attending an HSD or HSE course and the CTE or CDL course . The program

		contextualized with the workforce components, using occupationally relevant instructional materials.	enables the participant to attain an HSD or HSE. Concurrent enrollment is not required for a participant that was enrolled in adult education during the same program year and obtained an HSD or HSE certificate prior to enrollment in the CTE or CDL course.
Workforce Training	A training component is not required.	The training must prepare individuals for meaningful employment opportunities in a specific industry cluster or occupation that is in demand in the local area . Training may enable the participant to obtain a secondary or postsecondary industry-recognized certificate or credential. The IET program is part of a career pathway that leads to at least one recognized postsecondary credential.	The training must be a CTE course approved by the Michigan Department of Education for the district or a CDL course . The program enables a participant to obtain technical skills and attain at least one secondary recognized certificate/credential or completion certificate .
Workforce Preparation Activities	Workforce preparation activities are not required.	Employability skills that increase an individual's preparation for and transition to the workforce must be provided concurrently and contextually with the adult education and literacy activities and workforce training.	The adult education navigator works with the adult education staff and potential employers to design an educational program best suited to the personal and employment needs of the participants. Workforce preparation activities are provided as part of the grant.

Application Requirements	Select Workplace Literacy under Program Offerings in the WIOA Instructional Programs grant application in NexSys.	Select IET and/or IELCE under Program Offerings in the relevant WIOA application in NexSys and upload the IET Plan and IET Syllabus documents.	A separate Section 107 Special Programs grant application is submitted in NexSys.
Instructional Hours	All hours of instruction are tracked and entered into MAERS.	All hours of instruction for each of the three components – adult education, workforce preparation and occupational training – are tracked and entered into MAERS.	All hours of adult education instruction and CTE training are tracked and entered into MAERS.
Performance Measures	<p>In addition to the traditional adult education instruction performance measures, the following are available for Workplace Literacy participants:</p> <ul style="list-style-type: none"> • Postsecondary transcript • Progress towards milestones • Passing technical occupational knowledge-based exam 	<p>In addition to the traditional adult education instruction performance measures, the following are available for IET participants:</p> <ul style="list-style-type: none"> • Postsecondary transcript • Progress towards milestones • Passing technical occupational knowledge-based exam <p>IET participants enrolled in training at the postsecondary level will be in the postsecondary credential attainment indicator upon exit from the adult education program.</p>	<p>Section 107 Special Programs grant recipients are required to report on the number of participants that:</p> <ul style="list-style-type: none"> • Obtained an educational gain. • Obtained an HSD or HSE. • Completed the CTE/CDL course. • Earned CTE certificates/credentials or CDL. • Enrolled in postsecondary education/training. • Obtained employment (including name of employer, industry, and wages).

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